B 7450-2

PRACTITIONER COMPENSATION

IN

GROUPS AND HMOs

A 1990 Report

by:

David R. Kirschman

and

Jennifer R. Grebenschikoff

Physician Executive Management Center

Price: $60.00

ISBN: *0-924674-06-7*

Copyright 1991 by the Physician Executive Management Center. All rights reserved. Reproduction or translation of this work beyond that permitted by applicable copyright law without permission of the Management Center is prohibited. Requests for permission to reprint this document or for further information on the data or the survey should be directed to PEMC, 4014 Gunn Highway, Suite 160, Tampa, Florida 33624, (813) 963-1800.

1990 Practitioner Compensation Survey

TABLE OF CONTENTS

ABOUT THE MANAGEMENT CENTER

INTRODUCTION AND APPROACH

PARTICIPATING ORGANIZATIONS

AGGREGATE DATA (by specialty)

1.	Pediatrics	Report #	1
2.	Internal Medicine		2
3.	Obstetrics-Gynecology		3
4.	Family Practice		4
5.	Dermatology		5
6.	Radiology		6
7.	Psychiatry		7
8.	General Surgery		8
9.	Orthopedics		9
10.	Cardiology		10

GROUP PRACTICE DATA (by specialty) Report # 11 - 20

PREPAID PLAN DATA (by specialty) Report # 21 - 30

REGIONAL TRENDS (by specialty) Report # 31 - 40

ALLIED HEALTH PROVIDER TRENDS Report # 50

ABOUT THE PHYSICIAN EXECUTIVE MANAGEMENT CENTER

The Management Center is a consulting firm which specializes in physician executive search. It has been active in the healthcare industry since 1983 and has assisted with the placement of many key physician executives.

Compensation surveys for physicians have been an ongoing interest of the Management Center and its Principals for many years. This survey and the earlier version (1989 Report) have set the baseline for future surveys. If interest continues, future reports will follow to maintain an awareness of trends in physician compensation. We welcome your comments about this report.

Also available is the *1990 Physician Executive Compensation Report*, a comprehensive look at physician executives' salary, benefits and duties. For more information on these publications and our services, call or write us at:

Physician Executive Management Center
4014 Gunn Highway, Suite 160
Tampa, Florida 33624
(813) 963-1800
FAX: (813) 264-2207

PRACTITIONER COMPENSATION

IN

GROUPS AND HMOS

(1990)

INTRODUCTION

Physician Executives in group practice and prepaid plans often are responsible for medical staff development. Medical staff development includes recruitment and retention of qualified physician practitioners. Successful recruiting of practitioners requires that the organization be competitive in the marketplace and offer compensation at a level comparable or higher than others also recruiting practitioners.

It is with this in mind that the American College of Physician Executives initiated a survey of practitioner compensation in organizational settings in 1989. Members of the College were contacted and requested to participate in the survey by completing compensation information on ten specialty areas. The survey concentrated on group practices and prepaid health care plans (primarily staff and group models) since these organizations offered the greatest prospect of information. Also invited to participate in the survey were a number of organizations with suitable experience, but no affiliation with the College.

The Physician Executive Management Center was asked to coordinate the survey process. Because of its success with previous compensation surveys, it was a logical choice to conduct a timely and appropriate survey. The Management Center's approach was to limit the amount of data requested with the expectation that more organizations would complete and return the survey within reasonable time frames. The project was successful and the resultant data were included in an earlier report.

This year a subsequent survey was conducted in the same manner as the original. Organizations from the earlier survey were targeted (as well as new organizations) with the intention of maintaining the results of an ongoing, annual survey that will be available to repeat participants and others in healthcare industry.

APPROACH

The survey questionnaire was sent to a group of approximately 1,600 organizations, most of which were large enough to be represented by a physician executive. The survey included two sections: practitioner compensation, and other health care practitioner compensation. The results are a valid reporting on the compensation paid to practitioners in organizational settings. The survey results do not represent solo or small partnership practices.

SCOPE OF THE REPORT

Data were collected on ten medical and surgical specialty areas and are reported by the method of compensation (i.e. salary, productivity) accompanied by a report on the types of additional benefits that are provided to these practitioners. Specialties included are:

1. Pediatrics
2. Internal Medicine
3. Obstetrics and Gynecology
4. Family Practice
5. Dermatology
6. Radiology
7. Psychiatry
8. General Surgery
9. Orthopedics
10. Cardiology

Also provided are summary data from the survey on other health care practitioners. Because of their importance to successful operations of an organization, the College sought to learn something of these professionals' compensation throughout the country. These personnel include:

1. Psychologist
2. Psychiatric Social Worker
3. Pharmacist
4. Physician's Assistant
5. Nurse Practitioner
6. Registered Nurse
7. Other Nursing Staff
8. Physical Therapist

HOW TO USE

This report has been designed to facilitate the comparison of specialty compensation by method of compensation and among a number of statistical indicators. Each individual report can be regarded as complete within the specialty and the parameters noted on the report. That is to say, the reader need not refer to several reports in order to compare specialties, except when comparing regions or organization types.

The following information may be helpful when reviewing these reports:

1. SALARY, BONUS & TOTAL - Three separate calculations are used for each of these categories. SALARY is the value actually reported by the respondents, as is the value noted in BONUS. Each calculation is conducted within its own cell, by specialty. The TOTAL value is calculated by adding each respondent's SALARY (or base compensation) to BONUS (or incentive) for a sum of compensation.

2. AVERAGE, MEDIANS, HIGH, LOW - All calculations were performed in a standard, acceptable statistical manner. Analyses of compensation levels should compare the average with the median in order to determine the validity of the data. The closer in value the average and median, the higher the likelihood of a valid distribution and compensation value.

3. # COMPANIES & TOTAL DOCTORS - Each organization that reported valid data (within the category noted) is counted as "one company," and the total incumbents reported are included for a total number of physicians considered in the survey.

4. BENEFITS - Eleven categories of benefits provided to practitioners were surveyed and the results are included.

5. The notations that appear at the bottom of some reports are computer generated and should be ignored.

6. **On those reports where data responses are less than 10 for any category, the statistics should be cautiously used.**

REGIONS

For the purpose of this report, survey results were separated by region of the country. Each specialty report notes two year trends by region. The regions are:

- **Western Region:**
  Alaska, California, Hawaii, Nevada, Oregon and Washington

- **Northwest Region:**
  Colorado, Idaho, Kansas, Montana, Nebraska, North Dakota, South Dakota, Utah and Wyoming

- **Southwest Region:**
  Arkansas, Arizona, Louisiana, New Mexico, Oklahoma and Texas

- **Midwest Region:**
  Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, West Virginia and Wisconsin

- **Northeast Region:**
  Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont and Virginia

- **Southeast Region:**
  Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina and Tennessee

SUMMARY

This report has been prepared to assist with organizational planning. The data reported in these reports are as they were received from the participants. The cooperation of the organizations and individuals who participated in this study is appreciated. If there are suggestions about ways to improve these reports in the future, please contact representatives of the Management Center at their offices in Tampa.

1990 Practitioner Compensation Survey

PARTICIPATING ORGANIZATIONS

(Both 1989 and 1990 Surveys)

Accord Medical Center	Littleton, Colorado
Ambulatory Medical Association, Inc.	Milford, Ohio
Aspen Medical Group	St. Paul, Minnesota
Blue Care Network - East Michigan	Flint, Michigan
Blue Care Network - Health Central	Lansing, Michigan
Burns Clinic Medical Center, P.C.	Petoskey, Michigan
Carbondale Clinic	Carbondale, Illinois
Central New Jersey Medical Group	New Brunswick, New Jersey
Central Ohio Medical Group	Columbus, Ohio
Central Plains Clinic, Ltd.	Sioux Falls, South Dakota
CIGNA Healthplan of Arizona	Tucson, Arizona
CIGNA Healthplan of Florida	Tampa, Florida
Cincinnati Group Health Associates	Cincinnati, Ohio
Comprehensive Medical Care, P.A.	Coon Rapids, Minnesota
El Rio Neighborhood Health Center	Tucson, Arizona
Group Health Cooperative	Seattle, Washington
Group Health Northwest	Spokane, Washington
Gundersen Clinic, Ltd.	LaCrosse, Wisconsin
Hattiesburg Clinic, P.A.	Hattiesburg, Mississippi
Health Services Medical Corporation	Baldwinsville, New York
HealthAmerica	Pittsburgh, Pennsylvania
Internal Medicine Group	New Orleans, Louisiana
Lakeview Clinic, Ltd.	Waconia, Minnesota
Lexington Family Practice	Columbia, South Carolina
Lovelace Medical Center	Albuquerque, New Mexico
Mednet Physicians, Inc.	Cleveland, Ohio
Metropolitan Clinic of Counseling	St. Paul, Minnesota
Nalle Clinic	Charlotte, North Carolina
NE Permanente Medical Group	Farmington, Connecticut
Ochsner Clinic	New Orleans, Louisiana
Olmsted Medical Group	Rochester, Minnesota
Permanente Medical Group	Stockton, California
Q & R Clinic	Bismarck, North Dakota
Quincy Physicians & Surgeons Clinic	Quincy, Illinois
Ramsey Clinic	St. Paul, Minnesota
Southwest Medical Associates	Las Vegas, Nevada
Standcola Medical Center	Baton Rouge, Louisiana
Straub Clinic & Hospital, Inc.	Honolulu, Hawaii
Valley Diagnostic Medical & Surgical Clinic	Harlingen, Texas
W. F. Millhon Medical Clinic, Inc.	Columbus, Ohio
Wenatchee Valley Clinic	Wenatchee, Washington
Winston-Salem Health Care Plan, Inc.	Winston-Salem, North Carolina
Wyman Park Medical Associates	Baltimore, Maryland

1990 Practitioner Compensation Survey

PARTICIPATING ORGANIZATIONS

(1990 As First Year)

All For Kids Pediatric Clinic	Little Rock, Arkansas
C.M.C., Inc.	Baltimore, Maryland
California Primary Physicians Medical Group	Los Angeles, California
Capital Area Community Health Plan	Latham, New York
Central Square Health Center	Central Square, New York
Christie Clinic Association	Champaign, Illinois
CIGNA Healthplan of Arizona	Phoenix, Arizona
CIGNA Healthplan of Arizona	Tucson, Arizona
CIGNA Healthplan of California	Glendale, California
CIGNA Healthplan of Dallas	Dallas, Texas
Delaware Valley Medical Association	Philadelphia, Pennsylvania
Dreyer Hill Pediatric Associates	Drexel Hill, Pennsylvania
FHP of New Mexico, Inc.	Albuquerque, New Mexico
Family Doctors	Harvey, Louisiana
Family Medical Clinic, P.A.	Caldwell, Idaho
Family Physicians, P.A.	Bloomington, Minnesota
Faust Clinic	Webster, Texas
First Medical Associates	Youngstown, Ohio
Garden State Medical Group	Paramus, New Jersey
GHMA Medical Centers	Tucson, Arizona
Group Health Association	Washington, DC
Group Health Cooperative of Puget Sound	Olympia, Washington
Hall-Mercer Community Health Ctr. of PA Hospital	Philadelphia, Pennsylvania
Harriman Jones Medical Group	Long Beach, California
HealthCare Plus	Pine Bluff, Arkansas
HMO of Delaware	Newark, Delaware
Internal Medicine Association, P.A.	Greenville, South Carolina
Johns Hopkins Health Plan	Baltimore, Maryland
Kelsey-Seybold Clinic, P.A.	Houston, Texas
MH Healthcare, Inc.	Indianapolis, Indiana
MacGregor Medical Association	Houston, Texas
Marshfield Clinic	Marshfield, Wisconsin
Medigroup Health Centers	Trenton, New Jersey
Middlesex Cardiology Associates, P.C.	Middletown, Connecticut
Milwaukee Medical Clinic	Milwaukee, Wisconsin
Monroe Clinic	Monroe, Wisconsin
North Pennsylvania Comprehensive Health	Wellsboro, Pennsylvania
Norwood Clinic	Birmingham, Alabama
Ochsner Clinic	Baton Rouge, Louisiana
Oncologic Consultants, P.A.	Edina, Minnesota
Plainfield Medical Center	Grand Rapids, Michigan
Primacare	Dallas, Texas
PrimeCare Medical Center	Winston-Salem, North Carolina

PARTICIPATING ORGANIZATIONS

(1990 As First Year)
- Continued -

Professional Medical Associates, Ltd.	Cambridge, Minnesota
Riverside Medical Clinic	Riverside, California
S.W. Oncology Associates	San Antonio, Texas
Smith Clinic	Marion, Ohio
Southeast Permanente Medical Group	Atlanta, Georgia
Springer Clinic	Tulsa, Oklahoma
Swope Parkway Health Center	Kansas City, Missouri
Titus Harris Clinic	Houston, Texas
United America	Chatsworth, California
UT Student Health Center	Austin, Texas
Wausau Medical Center	Wausau, Wisconsin
Weber Medical Clinic	Olney, Illinois
Western Health Associates Medical Group	Encino, California
Woodland Medical	Detroit, Michigan

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 1
REPORT NAME: ALL DATA/PEDIATRICS

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	91,021	90,000	84,904	84,000	72,279	88,000	84,276	85,158
BONUS $	0	0	15,173	11,500	69,016	76,150	23,700	12,000
TOTAL $	91,021	90,000	97,232	95,000	111,101	112,346	98,281	95,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	81,054	103,000	75,000	95,000	42,000	105,000	75,000	98,000
BONUS $	0	0	5,000	15,000	26,505	112,334	5,000	26,505
TOTAL $	81,054	103,000	84,269	108,000	95,000	127,050	83,616	112,000
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	58,000	148,000	52,750	125,000	0	180,000	0	180,000
BONUS $	0	0	1,000	80,100	8,725	127,710	1,000	127,710
TOTAL $	58,000	148,000	65,000	143,750	68,505	180,000	58,000	180,000

# COMPANIES:	24		48		16		88	
TOTAL DOCTORS:	271		465		96		832	
RETIREMENT	23	95%	43	89%	8	50%	74	84%
MEDICAL	22	91%	45	93%	9	56%	76	86%
DENTAL	20	83%	35	72%	5	31%	60	68%
LIFE	22	91%	45	93%	11	68%	78	88%
MALPRACTICE	24	100%	48	100%	11	68%	83	94%
CME-TIME OFF	21	87%	47	97%	10	62%	78	88%
CME-TUITION	21	87%	41	85%	8	50%	70	79%
CME-TRAVEL	19	79%	36	75%	8	50%	63	71%
AUTO	1	4%	7	14%	0	0%	8	9%
PROFESSIONAL MEMBERSHIPS	15	62%	37	77%	8	50%	60	68%
VACATION	23	95%	45	93%	6	37%	74	84%

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 2
REPORT NAME: ALL DATA/INTERNAL MEDICINE

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	100,423	95,000	89,648	87,000	88,516	110,000	92,411	90,000
BONUS $	0	0	18,300	10,000	77,088	90,183	26,790	12,000
TOTAL $	100,423	95,000	105,186	98,797	127,060	120,000	108,591	102,733
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	79,955	112,000	80,000	100,000	50,900	121,750	79,830	110,000
BONUS $	0	0	5,700	18,750	60,733	97,500	6,000	30,600
TOTAL $	79,955	112,000	90,550	114,554	110,000	145,263	89,000	120,000
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	67,900	175,000	50,000	140,000	0	160,000	0	175,000
BONUS $	0	0	1,000	88,000	10,000	118,615	2	118,615
TOTAL $	67,900	175,000	50,000	171,000	95,000	175,000	50,000	195,000

# COMPANIES:	28		53		20		101	
TOTAL DOCTORS:	456		741		235		1,432	
RETIREMENT	26	92%	47	88%	12	60%	85	84%
MEDICAL	25	89%	49	92%	13	65%	87	86%
DENTAL	23	82%	38	71%	8	40%	69	68%
LIFE	25	89%	49	92%	14	70%	88	87%
MALPRACTICE	28	100%	53	100%	15	75%	96	95%
CME-TIME OFF	25	89%	52	98%	14	70%	91	90%
CME-TUITION	26	92%	45	84%	10	50%	81	80%
CME-TRAVEL	24	85%	39	73%	10	50%	73	72%
AUTO	3	10%	7	13%	0	0%	10	9%
PROFESSIONAL MEMBERSHIPS	19	67%	41	77%	10	50%	70	69%
VACATION	26	92%	50	94%	9	45%	85	84%

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 3
REPORT NAME: ALL DATA/OBSTETRICS-GYNECOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	145,468	137,400	140,978	140,700	134,010	170,000	140,806	140,000
BONUS $	0	0	28,792	22,500	164,279	148,376	56,909	31,716
TOTAL $	145,468	137,400	162,571	162,595	226,416	200,000	171,568	161,799
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	124,583	161,799	110,000	165,000	42,000	218,360	115,500	170,000
BONUS $	0	0	10,000	36,438	105,132	200,000	10,000	67,500
TOTAL $	124,583	161,799	130,000	191,716	170,000	244,501	130,000	191,480
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	108,000	258,000	52,750	317,911	0	330,000	0	330,000
BONUS $	0	0	1,000	73,100	20,000	412,879	1,000	412,879
TOTAL $	108,000	258,000	76,000	317,911	125,000	588,651	76,000	588,651

# COMPANIES:	22		36		16		74	
TOTAL DOCTORS:	157		209		80		446	
RETIREMENT	21	95%	34	94%	8	50%	63	85%
MEDICAL	20	90%	33	91%	9	56%	62	83%
DENTAL	18	81%	25	69%	5	31%	48	64%
LIFE	20	90%	34	94%	11	68%	65	87%
MALPRACTICE	22	100%	36	100%	11	68%	69	93%
CME-TIME OFF	19	86%	35	97%	10	62%	64	86%
CME-TUITION	21	95%	30	83%	8	50%	59	79%
CME-TRAVEL	18	81%	25	69%	8	50%	51	68%
AUTO	1	4%	5	13%	0	0%	6	8%
PROFESSIONAL MEMBERSHIPS	14	63%	25	69%	8	50%	47	63%
VACATION	21	95%	33	91%	6	37%	60	81%

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 4
REPORT NAME: ALL DATA/FAMILY PRACTICE

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	86,861	85,000	85,620	84,940	61,986	85,000	82,917	84,940
BONUS $	0	0	15,473	9,000	76,303	88,618	22,069	10,000
TOTAL $	86,861	85,000	98,842	94,935	106,496	96,117	96,681	92,500
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	78,500	90,000	76,000	90,000	0	100,000	76,000	92,000
BONUS $	0	0	5,000	15,000	15,780	88,618	5,000	25,000
TOTAL $	78,500	90,000	83,000	110,000	92,000	122,296	83,000	108,500
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	66,000	126,000	52,750	126,500	0	140,000	0	140,000
BONUS $	0	0	1,000	71,000	10,000	153,313	1,000	153,313
TOTAL $	66,000	126,000	67,478	143,750	86,042	153,313	67,478	153,313

# COMPANIES:	26		55		12		93	
TOTAL DOCTORS:	664		611		127		1,402	
RETIREMENT	23	88%	46	83%	6	50%	75	80%
MEDICAL	23	88%	50	90%	7	58%	80	86%
DENTAL	19	73%	37	67%	4	33%	60	64%
LIFE	23	88%	48	87%	8	66%	79	84%
MALPRACTICE	26	100%	54	98%	8	66%	88	94%
CME-TIME OFF	21	80%	50	90%	8	66%	79	84%
CME-TUITION	23	88%	46	83%	7	58%	76	81%
CME-TRAVEL	22	84%	40	72%	7	58%	69	74%
AUTO	2	7%	8	14%	0	0%	10	10%
PROFESSIONAL MEMBERSHIPS	17	65%	40	72%	7	58%	64	68%
VACATION	23	88%	51	92%	5	41%	79	84%

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 5
REPORT NAME: ALL DATA/DERMATOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	120,583	120,000	123,386	120,000	116,075	132,485	120,369	120,000
BONUS $	0	0	17,225	12,000	107,981	68,517	46,102	15,000
TOTAL $	120,583	120,000	136,984	129,804	170,066	165,000	142,418	130,221
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	103,800	140,000	95,987	121,702	50,900	160,000	100,000	144,000
BONUS $	0	0	8,000	15,000	12,997	68,517	8,500	37,149
TOTAL $	103,800	140,000	110,000	135,000	120,000	195,843	110,517	150,000
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	92,331	150,000	74,298	237,705	0	210,000	0	237,705
BONUS $	0	0	5,000	48,355	5,000	352,280	5,000	352,280
TOTAL $	92,331	150,000	103,000	237,705	100,000	352,280	92,331	352,280

# COMPANIES:	13		19		14		46	
TOTAL DOCTORS:	58		62		28		148	
RETIREMENT	13	100%	18	94%	8	57%	39	84%
MEDICAL	12	92%	19	100%	9	64%	40	86%
DENTAL	11	84%	13	68%	5	35%	29	63%
LIFE	12	92%	19	100%	11	78%	42	91%
MALPRACTICE	13	100%	19	100%	11	78%	43	93%
CME-TIME OFF	12	92%	18	94%	10	71%	40	86%
CME-TUITION	13	100%	17	89%	8	57%	38	82%
CME-TRAVEL	12	92%	15	78%	8	57%	35	76%
AUTO	1	7%	2	10%	0	0%	3	6%
PROFESSIONAL MEMBERSHIPS	9	69%	14	73%	8	57%	31	67%
VACATION	12	92%	17	89%	6	42%	35	76%

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 6
REPORT NAME: ALL DATA/RADIOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	155,557	149,023	152,484	142,482	182,362	200,000	160,952	150,000
BONUS $	0	0	19,682	16,000	114,185	146,934	40,683	17,800
TOTAL $	155,557	149,023	168,693	162,595	228,036	200,000	179,260	170,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	137,381	170,000	120,000	158,000	150,000	202,021	125,000	200,000
BONUS $	0	0	7,500	22,500	121,806	182,998	7,500	52,984
TOTAL $	137,381	170,000	135,000	195,466	188,934	214,600	144,337	200,000
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	116,000	213,500	96,350	289,685	0	400,000	0	400,000
BONUS $	0	0	1,500	54,198	5,000	182,998	1,500	182,998
TOTAL $	116,000	213,500	102,500	289,685	150,000	400,000	102,500	400,000

# COMPANIES:	13		17		10		40	
TOTAL DOCTORS:	143		97		34		274	
RETIREMENT	13	100%	16	94%	7	70%	36	90%
MEDICAL	12	92%	16	94%	8	80%	36	90%
DENTAL	11	84%	12	70%	4	40%	27	67%
LIFE	12	92%	16	94%	8	80%	36	90%
MALPRACTICE	13	100%	17	100%	9	90%	39	97%
CME-TIME OFF	12	92%	16	94%	8	80%	36	90%
CME-TUITION	12	92%	15	88%	6	60%	33	82%
CME-TRAVEL	13	100%	12	70%	6	60%	31	77%
AUTO	1	7%	2	11%	0	0%	3	7%
PROFESSIONAL MEMBERSHIPS	10	76%	11	64%	6	60%	27	67%
VACATION	13	100%	15	88%	5	50%	33	82%

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 7
REPORT NAME: ALL DATA/PSYCHIATRY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	110,498	106,300	104,381	105,000	90,000	100,000	105,030	106,000
BONUS $	0	0	16,015	12,000	88,692	106,000	27,015	15,000
TOTAL $	110,498	106,300	115,339	110,700	143,215	106,427	117,187	107,848
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	99,800	120,000	90,000	118,000	50,900	139,100	90,000	120,000
BONUS $	0	0	7,116	18,750	53,650	53,650	7,116	32,803
TOTAL $	99,800	120,000	95,739	124,400	104,550	139,100	99,800	125,000
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	78,000	208,000	65,606	137,182	0	160,000	0	208,000
BONUS $	0	0	5,000	40,000	53,650	106,427	3,000	106,427
TOTAL $	78,000	208,000	85,000	175,000	100,000	266,000	78,000	266,000

# COMPANIES:	16		19		5		40	
TOTAL DOCTORS:	116		84		9		209	
RETIREMENT	16	100%	18	94%	4	80%	38	95%
MEDICAL	16	100%	19	100%	4	80%	39	97%
DENTAL	15	93%	13	68%	3	60%	31	77%
LIFE	14	87%	18	94%	4	80%	36	90%
MALPRACTICE	16	100%	19	100%	4	80%	39	97%
CME-TIME OFF	13	81%	19	100%	4	80%	36	90%
CME-TUITION	14	87%	17	89%	4	80%	35	87%
CME-TRAVEL	13	81%	14	73%	4	80%	31	77%
AUTO	1	6%	4	21%	0	0%	5	12%
PROFESSIONAL MEMBERSHIPS	10	62%	17	89%	4	80%	31	77%
VACATION	16	100%	17	89%	4	80%	37	92%

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 8
REPORT NAME: ALL DATA/GENERAL SURGERY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	159,650	176,200	137,652	125,832	150,861	151,750	146,105	133,518
BONUS $	0	0	26,115	25,000	158,324	172,259	56,846	25,000
TOTAL $	159,650	176,200	158,054	157,500	234,680	196,900	179,490	165,490
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	120,000	182,500	108,000	160,000	42,000	185,000	108,000	177,868
BONUS $	0	0	8,633	41,903	79,802	238,550	10,000	54,346
TOTAL $	120,000	182,500	125,000	177,868	172,259	285,692	130,000	193,922
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	102,939	257,000	78,000	300,000	0	600,000	0	600,000
BONUS $	0	0	1,000	83,148	10,000	300,000	1,000	300,000
TOTAL $	102,939	257,000	80,000	350,000	130,000	600,000	80,000	600,000

# COMPANIES:	14		32		17		63	
TOTAL DOCTORS:	110		155		50		315	
RETIREMENT	13	92%	30	93%	9	52%	52	82%
MEDICAL	12	85%	30	93%	10	58%	52	82%
DENTAL	11	78%	21	65%	6	35%	38	60%
LIFE	12	85%	30	93%	11	64%	53	84%
MALPRACTICE	14	100%	32	100%	12	70%	58	92%
CME-TIME OFF	11	78%	31	96%	11	64%	53	84%
CME-TUITION	13	92%	25	78%	8	47%	46	73%
CME-TRAVEL	13	92%	22	68%	8	47%	43	68%
AUTO	1	7%	3	9%	0	0%	4	6%
PROFESSIONAL MEMBERSHIPS	9	64%	23	71%	8	47%	40	63%
VACATION	13	92%	29	90%	7	41%	49	77%

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 9
REPORT NAME: ALL DATA/ORTHOPEDICS

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	210,680	190,000	173,123	180,000	157,316	190,000	177,038	180,000
BONUS $	0	0	37,067	35,000	197,452	210,889	80,125	42,371
TOTAL $	210,680	190,000	204,013	210,250	256,043	240,000	222,824	208,300
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	160,000	191,900	136,000	220,000	42,000	214,628	130,000	217,000
BONUS $	0	0	10,000	54,198	104,315	210,889	19,800	114,805
TOTAL $	160,000	191,900	165,000	242,900	195,000	264,510	165,000	242,900
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	130,000	484,000	42,900	275,000	0	425,000	0	484,000
BONUS $	0	0	5,000	114,805	20,000	350,487	5,000	350,487
TOTAL $	130,000	484,000	133,400	287,500	125,000	425,517	125,000	604,000

# COMPANIES:	11		24		14		49	
TOTAL DOCTORS:	82		99		44		225	
RETIREMENT	10	90%	21	87%	7	50%	38	77%
MEDICAL	9	81%	22	91%	8	57%	39	79%
DENTAL	8	72%	16	66%	4	28%	28	57%
LIFE	9	81%	23	95%	10	71%	42	85%
MALPRACTICE	11	100%	24	100%	10	71%	45	91%
CME-TIME OFF	9	81%	23	95%	9	64%	41	83%
CME-TUITION	10	90%	19	79%	7	50%	36	73%
CME-TRAVEL	10	90%	16	66%	7	50%	33	67%
AUTO	1	9%	2	8%	0	0%	3	6%
PROFESSIONAL MEMBERSHIPS	8	72%	16	66%	7	50%	31	63%
VACATION	10	90%	22	91%	5	35%	37	75%

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 10
REPORT NAME: ALL DATA/CARDIOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	173,753	190,000	164,228	144,700	156,499	170,900	164,124	155,028
BONUS $	0	0	41,896	28,000	198,491	180,000	81,017	30,000
TOTAL $	173,753	190,000	193,710	174,000	263,379	250,000	207,873	190,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	125,000	210,000	120,000	165,000	42,000	250,000	120,000	200,470
BONUS $	0	0	15,000	34,000	104,152	180,000	15,000	128,000
TOTAL $	125,000	210,000	140,000	200,000	180,000	300,000	146,152	250,000
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	115,800	240,000	84,000	350,000	0	494,291	0	494,291
BONUS $	0	0	5,000	150,000	15,000	429,072	2,000	429,072
TOTAL $	115,800	240,000	84,000	365,500	146,152	494,291	84,000	494,291

# COMPANIES:	10		27		13		50	
TOTAL DOCTORS:	56		97		32		185	
RETIREMENT	9	90%	24	88%	7	53%	40	80%
MEDICAL	8	80%	24	88%	8	61%	40	80%
DENTAL	7	70%	18	66%	4	30%	29	58%
LIFE	9	90%	24	88%	8	61%	41	82%
MALPRACTICE	10	100%	27	100%	9	69%	46	92%
CME-TIME OFF	9	90%	26	96%	8	61%	43	86%
CME-TUITION	9	90%	23	85%	6	46%	38	76%
CME-TRAVEL	9	90%	20	74%	6	46%	35	70%
AUTO	1	10%	4	14%	0	0%	5	10%
PROFESSIONAL MEMBERSHIPS	6	60%	19	70%	6	46%	31	62%
VACATION	9	90%	25	92%	5	38%	39	78%

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 11
REPORT NAME: GROUP PRACTICE/PEDIATRICS

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	94,108	90,000	84,859	84,000	72,279	88,000	83,508	87,000
BONUS $	0	0	20,361	15,000	69,016	76,150	32,052	16,000
TOTAL $	94,108	90,000	100,622	99,000	111,101	112,346	102,205	100,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	75,000	110,000	73,590	95,000	42,000	105,000	71,140	103,000
BONUS $	0	0	7,200	29,524	26,505	112,334	8,725	40,500
TOTAL $	75,000	110,000	80,225	108,000	95,000	127,050	84,269	120,000
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	58,000	148,000	52,750	125,000	0	180,000	0	180,000
BONUS $	0	0	1,000	80,100	8,725	127,710	1,000	127,710
TOTAL $	58,000	148,000	65,000	143,750	68,505	180,000	58,000	180,000

# COMPANIES:	13		31		16		60	
TOTAL DOCTORS:	131		240		96		467	
RETIREMENT	12	92%	27	87%	8	50%	47	78%
MEDICAL	11	84%	28	90%	9	56%	48	80%
DENTAL	9	69%	18	58%	5	31%	32	53%
LIFE	11	84%	28	90%	11	68%	50	83%
MALPRACTICE	13	100%	31	100%	11	68%	55	91%
CME-TIME OFF	10	76%	30	96%	10	62%	50	83%
CME-TUITION	11	84%	25	80%	8	50%	44	73%
CME-TRAVEL	11	84%	22	70%	8	50%	41	68%
AUTO	1	7%	3	9%	0	0%	4	6%
PROFESSIONAL MEMBERSHIPS	10	76%	25	80%	8	50%	43	71%
VACATION	12	92%	28	90%	6	37%	46	76%

A2_PRINCID='GRP'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 12
REPORT NAME: GROUP PRACTICE/INTERNAL MEDICINE

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	110,349	105,000	88,219	87,000	86,514	108,100	92,750	90,000
BONUS $	0	0	21,167	15,000	77,088	90,183	32,680	17,500
TOTAL $	110,349	105,000	105,858	100,000	127,087	120,000	113,002	108,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	85,000	120,000	79,138	100,000	42,000	120,000	79,190	112,000
BONUS $	0	0	6,478	25,000	60,733	97,500	9,000	60,733
TOTAL $	85,000	120,000	93,000	129,350	108,100	130,000	95,000	129,800
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	78,800	175,000	50,000	140,000	0	160,000	0	175,000
BONUS $	0	0	1,000	87,000	10,000	118,615	2	118,615
TOTAL $	78,800	175,000	50,000	165,000	95,000	175,000	50,000	195,000

# COMPANIES:	16		36		19		71	
TOTAL DOCTORS:	334		457		224		1,015	
RETIREMENT	14	87%	31	86%	11	57%	56	78%
MEDICAL	13	81%	32	88%	12	63%	57	80%
DENTAL	11	68%	21	58%	7	36%	39	54%
LIFE	13	81%	32	88%	13	68%	58	81%
MALPRACTICE	16	100%	36	100%	14	73%	66	92%
CME-TIME OFF	13	81%	35	97%	13	68%	61	85%
CME-TUITION	15	93%	29	80%	10	52%	54	76%
CME-TRAVEL	15	93%	25	69%	10	52%	50	70%
AUTO	2	12%	3	8%	0	0%	5	7%
PROFESSIONAL MEMBERSHIPS	14	87%	28	77%	10	52%	52	73%
VACATION	14	87%	33	91%	8	42%	55	77%

A2_PRINCID='GRP'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 13
REPORT NAME: GROUP PRACTICE/OBSTETRICS-GYNECOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	154,820	150,000	142,544	150,000	134,010	170,000	142,747	150,000
BONUS $	0	0	34,717	32,000	164,279	148,376	71,671	39,641
TOTAL $	154,820	150,000	168,929	165,849	226,416	200,000	183,316	170,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	130,000	170,000	104,000	178,000	42,000	218,360	108,000	175,772
BONUS $	0	0	16,100	39,641	105,132	200,000	20,000	73,100
TOTAL $	130,000	170,000	125,850	197,000	170,000	244,501	130,847	200,000
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	108,000	258,000	52,750	317,911	0	330,000	0	330,000
BONUS $	0	0	1,000	73,100	20,000	412,879	1,000	412,879
TOTAL $	108,000	258,000	76,000	317,911	125,000	588,651	76,000	588,651

# COMPANIES:	12		25		16		53	
TOTAL DOCTORS:	58		120		80		258	
RETIREMENT	11	91%	23	92%	8	50%	42	79%
MEDICAL	10	83%	22	88%	9	56%	41	77%
DENTAL	8	66%	14	56%	5	31%	27	50%
LIFE	10	83%	23	92%	11	68%	44	83%
MALPRACTICE	12	100%	25	100%	11	68%	48	90%
CME-TIME OFF	9	75%	24	96%	10	62%	43	81%
CME-TUITION	11	91%	20	80%	8	50%	39	73%
CME-TRAVEL	11	91%	17	68%	8	50%	36	67%
AUTO	1	8%	2	8%	0	0%	3	5%
PROFESSIONAL MEMBERSHIPS	10	83%	18	72%	8	50%	36	67%
VACATION	11	91%	22	88%	6	37%	39	73%

A2_PRINCID='GRP'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 14
REPORT NAME: GROUP PRACTICE/FAMILY PRACTICE

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	88,120	88,000	84,655	84,940	61,986	85,000	81,516	85,000
BONUS $	0	0	18,397	12,000	76,303	88,618	26,545	12,500
TOTAL $	88,120	88,000	100,360	99,000	106,496	96,117	98,828	94,935
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	75,505	98,000	76,000	90,000	0	100,000	75,000	92,000
BONUS $	0	0	6,000	18,750	15,780	88,618	6,102	30,000
TOTAL $	75,505	98,000	86,600	114,000	92,000	122,296	86,000	113,718
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	66,000	126,000	52,750	125,000	0	140,000	0	140,000
BONUS $	0	0	1,000	71,000	10,000	153,313	1,000	153,313
TOTAL $	66,000	126,000	67,478	143,750	86,042	153,313	67,478	153,313

# COMPANIES:	16		41		12		69	
TOTAL DOCTORS:	173		362		127		662	
RETIREMENT	13	81%	33	80%	6	50%	52	75%
MEDICAL	13	81%	36	87%	7	58%	56	81%
DENTAL	9	56%	23	56%	4	33%	36	52%
LIFE	13	81%	34	82%	8	66%	55	79%
MALPRACTICE	16	100%	40	97%	8	66%	64	92%
CME-TIME OFF	11	68%	36	87%	8	66%	55	79%
CME-TUITION	14	87%	33	80%	7	58%	54	78%
CME-TRAVEL	14	87%	29	70%	7	58%	50	72%
AUTO	1	6%	5	12%	0	0%	6	8%
PROFESSIONAL MEMBERSHIPS	13	81%	30	73%	7	58%	50	72%
VACATION	13	81%	37	90%	5	41%	55	79%

A2_PRINCID='GRP'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 15
REPORT NAME: GROUP PRACTICE/DERMATOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	129,036	140,000	126,438	120,000	116,075	132,485	122,812	120,500
BONUS $	0	0	21,135	23,000	107,981	68,517	56,895	23,549
TOTAL $	129,036	140,000	141,535	129,804	170,066	165,000	150,447	140,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	120,000	140,000	95,000	129,804	50,900	160,000	95,000	155,000
BONUS $	0	0	8,500	23,549	12,997	68,517	10,000	48,355
TOTAL $	120,000	140,000	110,000	141,800	120,000	195,843	120,000	169,300
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	95,000	144,250	74,298	237,705	0	210,000	0	237,705
BONUS $	0	0	7,800	48,355	5,000	352,280	5,000	352,280
TOTAL $	95,000	144,250	103,000	237,705	100,000	352,280	95,000	352,280

# COMPANIES:	7		14		14		35	
TOTAL DOCTORS:	35		39		28		102	
RETIREMENT	7	100%	13	92%	8	57%	28	80%
MEDICAL	6	85%	14	100%	9	64%	29	82%
DENTAL	5	71%	8	57%	5	35%	18	51%
LIFE	6	85%	14	100%	11	78%	31	88%
MALPRACTICE	7	100%	14	100%	11	78%	32	91%
CME-TIME OFF	6	85%	13	92%	10	71%	29	82%
CME-TUITION	7	100%	13	92%	8	57%	28	80%
CME-TRAVEL	7	100%	12	85%	8	57%	27	77%
AUTO	1	14%	1	7%	0	0%	2	5%
PROFESSIONAL MEMBERSHIPS	7	100%	12	85%	8	57%	27	77%
VACATION	6	85%	12	85%	6	42%	24	68%

A2_PRINCID='GRP'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 16
REPORT NAME: GROUP PRACTICE/RADIOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	168,967	186,700	171,779	150,000	182,362	200,000	175,074	175,000
BONUS $	0	0	25,935	22,500	114,185	146,934	55,352	25,000
TOTAL $	168,967	186,700	190,641	172,500	228,036	200,000	199,674	190,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	145,000	186,700	135,000	158,000	150,000	202,021	142,482	213,500
BONUS $	0	0	15,000	52,984	121,806	182,998	15,000	121,806
TOTAL $	145,000	186,700	162,595	195,466	188,934	214,600	162,595	214,600
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	120,000	213,500	108,397	289,685	0	400,000	0	400,000
BONUS $	0	0	6,000	54,198	5,000	182,998	5,000	182,998
TOTAL $	120,000	213,500	134,000	289,685	150,000	400,000	120,000	400,000

# COMPANIES:	6		11		10		27	
TOTAL DOCTORS:	72		46		34		152	
RETIREMENT	6	100%	10	90%	7	70%	23	85%
MEDICAL	5	83%	10	90%	8	80%	23	85%
DENTAL	4	66%	6	54%	4	40%	14	51%
LIFE	5	83%	10	90%	8	80%	23	85%
MALPRACTICE	6	100%	11	100%	9	90%	26	96%
CME-TIME OFF	5	83%	10	90%	8	80%	23	85%
CME-TUITION	6	100%	10	90%	6	60%	22	81%
CME-TRAVEL	6	100%	8	72%	6	60%	20	74%
AUTO	1	16%	1	9%	0	0%	2	7%
PROFESSIONAL MEMBERSHIPS	6	100%	8	72%	6	60%	20	74%
VACATION	6	100%	9	81%	5	50%	20	74%

A2_PRINCID='GRP'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 17
REPORT NAME: GROUP PRACTICE/PSYCHIATRY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	122,888	108,300	106,661	118,000	90,000	100,000	108,450	110,700
BONUS $	0	0	20,136	18,750	88,692	106,000	33,782	18,750
TOTAL $	122,888	108,300	119,052	119,000	143,215	106,427	125,341	116,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	105,000	135,000	90,000	120,000	50,900	139,100	90,000	125,000
BONUS $	0	0	12,000	32,803	53,650	53,650	9,000	40,000
TOTAL $	105,000	135,000	95,739	137,182	104,550	139,100	100,000	137,182
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	99,800	208,000	65,606	137,182	0	160,000	0	208,000
BONUS $	0	0	5,739	40,000	53,650	106,427	3,000	106,427
TOTAL $	99,800	208,000	85,000	175,000	100,000	266,000	85,000	266,000

# COMPANIES:	8		13		5		26	
TOTAL DOCTORS:	54		62		9		125	
RETIREMENT	8	100%	12	92%	4	80%	24	92%
MEDICAL	8	100%	13	100%	4	80%	25	96%
DENTAL	7	87%	7	53%	3	60%	17	65%
LIFE	6	75%	12	92%	4	80%	22	84%
MALPRACTICE	8	100%	13	100%	4	80%	25	96%
CME-TIME OFF	6	75%	13	100%	4	80%	23	88%
CME-TUITION	7	87%	12	92%	4	80%	23	88%
CME-TRAVEL	7	87%	10	76%	4	80%	21	80%
AUTO	1	12%	3	23%	0	0%	4	15%
PROFESSIONAL MEMBERSHIPS	7	87%	13	100%	4	80%	24	92%
VACATION	8	100%	11	84%	4	80%	23	88%

A2_PRINCID='GRP'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 18
REPORT NAME: GROUP PRACTICE/GENERAL SURGERY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	174,293	182,500	146,639	133,518	150,861	151,750	153,319	150,000
BONUS $	0	0	32,808	26,000	158,324	172,259	71,631	42,172
TOTAL $	174,293	182,500	171,990	165,490	234,680	196,900	195,104	177,868
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	140,000	193,000	108,397	165,490	42,000	185,000	108,397	185,000
BONUS $	0	0	15,000	50,000	79,802	238,550	15,000	83,148
TOTAL $	140,000	193,000	133,832	180,000	172,259	285,692	141,544	207,333
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	102,939	257,000	78,000	300,000	0	600,000	0	600,000
BONUS $	0	0	1,700	83,148	10,000	300,000	1,700	300,000
TOTAL $	102,939	257,000	80,000	350,000	130,000	600,000	80,000	600,000

# COMPANIES:	9		22		17		48	
TOTAL DOCTORS:	53		99		50		202	
RETIREMENT	8	88%	20	90%	9	52%	37	77%
MEDICAL	7	77%	20	90%	10	58%	37	77%
DENTAL	6	66%	11	50%	6	35%	23	47%
LIFE	7	77%	20	90%	11	64%	38	79%
MALPRACTICE	9	100%	22	100%	12	70%	43	89%
CME-TIME OFF	6	66%	21	95%	11	64%	38	79%
CME-TUITION	8	88%	16	72%	8	47%	32	66%
CME-TRAVEL	8	88%	14	63%	8	47%	30	62%
AUTO	1	11%	1	4%	0	0%	2	4%
PROFESSIONAL MEMBERSHIPS	7	77%	17	77%	8	47%	32	66%
VACATION	8	88%	19	86%	7	41%	34	70%

A2_PRINCID='GRP'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 19
REPORT NAME: GROUP PRACTICE/ORTHOPEDICS

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	232,029	191,900	173,258	200,000	157,316	190,000	178,084	190,000
BONUS $	0	0	44,280	40,000	197,452	210,889	96,459	65,250
TOTAL $	232,029	191,900	207,698	220,000	256,043	240,000	232,496	219,900
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	160,000	191,900	119,939	217,000	42,000	214,628	119,939	220,000
BONUS $	0	0	19,800	54,198	104,315	210,889	20,000	120,000
TOTAL $	160,000	191,900	162,595	236,800	195,000	264,510	165,000	260,000
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	130,000	484,000	42,900	275,000	0	425,000	0	484,000
BONUS $	0	0	5,000	114,805	20,000	350,487	5,000	350,487
TOTAL $	130,000	484,000	133,400	287,500	125,000	425,517	125,000	604,000

# COMPANIES:	7		18		14		39	
TOTAL DOCTORS:	37		63		44		144	
RETIREMENT	6	85%	15	83%	7	50%	28	71%
MEDICAL	5	71%	16	88%	8	57%	29	74%
DENTAL	4	57%	10	55%	4	28%	18	46%
LIFE	5	71%	17	94%	10	71%	32	82%
MALPRACTICE	7	100%	18	100%	10	71%	35	89%
CME-TIME OFF	5	71%	17	94%	9	64%	31	79%
CME-TUITION	6	85%	14	77%	7	50%	27	69%
CME-TRAVEL	6	85%	12	66%	7	50%	25	64%
AUTO	1	14%	1	5%	0	0%	2	5%
PROFESSIONAL MEMBERSHIPS	6	85%	13	72%	7	50%	26	66%
VACATION	6	85%	16	88%	5	35%	27	69%

A2_PRINCID='GRP'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 20
REPORT NAME: GROUP PRACTICE/CARDIOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	199,383	210,300	176,715	165,000	156,499	170,900	173,545	170,900
BONUS $	0	0	51,230	34,000	198,491	180,000	100,317	54,000
TOTAL $	199,383	210,300	210,868	194,750	263,379	250,000	226,212	200,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	190,000	210,300	123,000	200,000	42,000	250,000	121,401	213,000
BONUS $	0	0	23,500	54,000	104,152	180,000	24,750	150,000
TOTAL $	190,000	210,300	165,000	255,706	180,000	300,000	174,000	267,239
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	125,000	240,000	88,000	350,000	0	494,291	0	494,291
BONUS $	0	0	10,000	150,000	15,000	429,072	10,000	429,072
TOTAL $	125,000	240,000	110,022	365,500	146,152	494,291	110,022	494,291

# COMPANIES:	6		21		13		40	
TOTAL DOCTORS:	33		71		32		136	
RETIREMENT	5	83%	18	85%	7	53%	30	75%
MEDICAL	4	66%	18	85%	8	61%	30	75%
DENTAL	3	50%	12	57%	4	30%	19	47%
LIFE	5	83%	18	85%	8	61%	31	77%
MALPRACTICE	6	100%	21	100%	9	69%	36	90%
CME-TIME OFF	5	83%	20	95%	8	61%	33	82%
CME-TUITION	5	83%	18	85%	6	46%	29	72%
CME-TRAVEL	5	83%	16	76%	6	46%	27	67%
AUTO	1	16%	3	14%	0	0%	4	10%
PROFESSIONAL MEMBERSHIPS	5	83%	16	76%	6	46%	27	67%
VACATION	5	83%	19	90%	5	38%	29	72%

A2_PRINCID='GRP'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 21
REPORT NAME: PREPAID PLANS/PEDIATRICS

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	86,908	85,158	84,985	83,522	0	0	85,697	83,616
BONUS $	0	0	6,872	6,386	0	0	6,505	6,000
TOTAL $	86,908	85,158	91,049	88,000	0	0	89,793	87,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	81,054	91,755	78,000	91,224	0	0	78,500	92,532
BONUS $	0	0	3,800	8,000	0	0	3,800	10,000
TOTAL $	81,054	91,755	85,000	97,610	0	0	81,800	97,610
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	66,000	106,000	67,500	110,000	0	0	66,000	110,000
BONUS $	0	0	1,000	12,000	0	0	1,000	12,000
TOTAL $	66,000	106,000	67,500	115,000	0	0	66,000	115,000

# COMPANIES:	10		17		0		27	
TOTAL DOCTORS:	136		225		0		361	
RETIREMENT	10	100%	16	94%	0	***%	26	96%
MEDICAL	10	100%	17	100%	0	***%	27	100%
DENTAL	10	100%	17	100%	0	***%	27	100%
LIFE	10	100%	17	100%	0	***%	27	100%
MALPRACTICE	10	100%	17	100%	0	***%	27	100%
CME-TIME OFF	10	100%	17	100%	0	***%	27	100%
CME-TUITION	9	90%	16	94%	0	***%	25	92%
CME-TRAVEL	7	70%	14	82%	0	***%	21	77%
AUTO	0	0%	4	23%	0	***%	4	14%
PROFESSIONAL MEMBERSHIPS	4	40%	12	70%	0	***%	16	59%
VACATION	10	100%	17	100%	0	***%	27	100%

A2_PRINCID='PPD'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 22
REPORT NAME: PREPAID PLANS/INTERNAL MEDICINE

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	88,023	84,000	92,676	86,000	0	0	90,848	86,000
BONUS $	0	0	12,566	6,000	0	0	11,546	6,000
TOTAL $	88,023	84,000	103,764	95,500	0	0	97,858	91,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	78,500	86,901	80,500	100,000	0	0	80,000	100,000
BONUS $	0	0	4,400	7,000	0	0	4,400	10,000
TOTAL $	78,500	86,901	87,000	113,500	0	0	80,500	113,500
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	67,900	117,600	72,000	130,000	0	0	67,900	130,000
BONUS $	0	0	1,000	88,000	0	0	1,000	88,000
TOTAL $	67,900	117,600	76,400	171,000	0	0	67,900	171,000

# COMPANIES:	11		17		0		28	
TOTAL DOCTORS:	103		284		0		387	
RETIREMENT	11	100%	16	94%	0	***%	27	96%
MEDICAL	11	100%	17	100%	0	***%	28	100%
DENTAL	11	100%	17	100%	0	***%	28	100%
LIFE	11	100%	17	100%	0	***%	28	100%
MALPRACTICE	11	100%	17	100%	0	***%	28	100%
CME-TIME OFF	11	100%	17	100%	0	***%	28	100%
CME-TUITION	10	90%	16	94%	0	***%	26	92%
CME-TRAVEL	8	72%	14	82%	0	***%	22	78%
AUTO	1	9%	4	23%	0	***%	5	17%
PROFESSIONAL MEMBERSHIPS	4	36%	13	76%	0	***%	17	60%
VACATION	11	100%	17	100%	0	***%	28	100%

A2_PRINCID='PPD'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 23
REPORT NAME: PREPAID PLANS/OBSTETRICS-GYNECOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	136,328	135,000	137,418	140,400	0	0	136,928	137,400
BONUS $	0	0	14,719	10,000	0	0	12,625	9,849
TOTAL $	136,328	135,000	148,123	147,000	0	0	143,240	140,400
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	124,583	137,400	122,000	140,700	0	0	124,583	147,000
BONUS $	0	0	8,000	19,000	0	0	6,000	16,000
TOTAL $	124,583	137,400	130,000	150,549	0	0	129,589	161,799
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	117,500	170,000	102,500	170,000	0	0	102,500	170,000
BONUS $	0	0	5,000	43,000	0	0	2,500	43,000
TOTAL $	117,500	170,000	102,500	184,000	0	0	102,500	184,000

# COMPANIES:	9		11		0		20	
TOTAL DOCTORS:	91		89		0		180	
RETIREMENT	9	100%	11	100%	0	***%	20	100%
MEDICAL	9	100%	11	100%	0	***%	20	100%
DENTAL	9	100%	11	100%	0	***%	20	100%
LIFE	9	100%	11	100%	0	***%	20	100%
MALPRACTICE	9	100%	11	100%	0	***%	20	100%
CME-TIME OFF	9	100%	11	100%	0	***%	20	100%
CME-TUITION	9	100%	10	90%	0	***%	19	95%
CME-TRAVEL	6	66%	8	72%	0	***%	14	70%
AUTO	0	0%	3	27%	0	***%	3	15%
PROFESSIONAL MEMBERSHIPS	3	33%	7	63%	0	***%	10	50%
VACATION	9	100%	11	100%	0	***%	20	100%

A2_PRINCID='PPD'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 24
REPORT NAME: PREPAID PLANS/FAMILY PRACTICE

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	85,053	83,000	88,444	85,000	0	0	87,117	83,830
BONUS $	0	0	6,946	6,497	0	0	6,575	5,100
TOTAL $	85,053	83,000	94,397	91,000	0	0	90,833	85,657
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	79,790	88,059	78,000	90,000	0	0	78,043	92,807
BONUS $	0	0	4,200	12,500	0	0	3,000	7,850
TOTAL $	79,790	88,059	82,200	97,500	0	0	80,000	97,500
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	78,043	98,257	70,000	126,500	0	0	70,000	126,500
BONUS $	0	0	1,000	15,000	0	0	1,000	15,000
TOTAL $	78,043	98,257	70,000	141,500	0	0	70,000	141,500

# COMPANIES:	9		14		0		23	
TOTAL DOCTORS:	470		249		0		719	
RETIREMENT	9	100%	13	92%	0	*** %	22	95%
MEDICAL	9	100%	14	100%	0	*** %	23	100%
DENTAL	9	100%	14	100%	0	*** %	23	100%
LIFE	9	100%	14	100%	0	*** %	23	100%
MALPRACTICE	9	100%	14	100%	0	*** %	23	100%
CME-TIME OFF	9	100%	14	100%	0	*** %	23	100%
CME-TUITION	8	88%	13	92%	0	*** %	21	91%
CME-TRAVEL	7	77%	11	78%	0	*** %	18	78%
AUTO	1	11%	3	21%	0	*** %	4	17%
PROFESSIONAL MEMBERSHIPS	3	33%	10	71%	0	*** %	13	56%
VACATION	9	100%	14	100%	0	*** %	23	100%

A2_PRINCID='PPD'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 25
REPORT NAME: PREPAID PLANS/DERMATOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	110,722	106,157	114,840	120,500	0	0	112,594	106,157
BONUS $	0	0	9,404	8,519	0	0	9,404	8,519
TOTAL $	110,722	106,157	124,244	130,221	0	0	116,868	111,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	101,041	106,157	102,000	121,702	0	0	101,041	121,702
BONUS $	0	0	6,500	12,000	0	0	6,500	12,000
TOTAL $	101,041	106,157	117,000	132,500	0	0	103,800	132,500
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	92,331	150,000	100,000	130,000	0	0	92,331	150,000
BONUS $	0	0	5,000	15,000	0	0	5,000	15,000
TOTAL $	92,331	150,000	106,500	135,000	0	0	92,331	150,000

# COMPANIES:	6		5		0		11	
TOTAL DOCTORS:	23		23		0		46	
RETIREMENT	6	100%	5	100%	0	***%	11	100%
MEDICAL	6	100%	5	100%	0	***%	11	100%
DENTAL	6	100%	5	100%	0	***%	11	100%
LIFE	6	100%	5	100%	0	***%	11	100%
MALPRACTICE	6	100%	5	100%	0	***%	11	100%
CME-TIME OFF	6	100%	5	100%	0	***%	11	100%
CME-TUITION	6	100%	4	80%	0	***%	10	90%
CME-TRAVEL	5	83%	3	60%	0	***%	8	72%
AUTO	0	0%	1	20%	0	***%	1	9%
PROFESSIONAL MEMBERSHIPS	2	33%	2	40%	0	***%	4	36%
VACATION	6	100%	5	100%	0	***%	11	100%

A2_PRINCID='PPD'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 26
REPORT NAME: PREPAID PLANS/RADIOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	140,290	144,337	117,111	120,000	0	0	128,700	125,000
BONUS $	0	0	11,345	8,072	0	0	11,345	8,072
TOTAL $	140,290	144,337	128,456	136,000	0	0	134,373	137,381
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	125,000	144,337	101,000	120,000	0	0	116,000	149,023
BONUS $	0	0	5,000	8,072	0	0	5,000	16,000
TOTAL $	125,000	144,337	103,850	136,000	0	0	123,385	150,000
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	116,000	170,000	96,350	150,000	0	0	96,350	170,000
BONUS $	0	0	1,500	30,000	0	0	1,500	30,000
TOTAL $	116,000	170,000	102,500	155,000	0	0	102,500	170,000

# COMPANIES:	6		6		0		12	
TOTAL DOCTORS:	64		51		0		115	
RETIREMENT	6	100%	6	100%	0	***%	12	100%
MEDICAL	6	100%	6	100%	0	***%	12	100%
DENTAL	6	100%	6	100%	0	***%	12	100%
LIFE	6	100%	6	100%	0	***%	12	100%
MALPRACTICE	6	100%	6	100%	0	***%	12	100%
CME-TIME OFF	6	100%	6	100%	0	***%	12	100%
CME-TUITION	5	83%	5	83%	0	***%	10	83%
CME-TRAVEL	6	100%	4	66%	0	***%	10	83%
AUTO	0	0%	1	16%	0	***%	1	8%
PROFESSIONAL MEMBERSHIPS	3	50%	3	50%	0	***%	6	50%
VACATION	6	100%	6	100%	0	***%	12	100%

A2_PRINCID='PPD'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 27
REPORT NAME: PREPAID PLANS/PSYCHIATRY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	101,978	106,300	97,330	100,000	0	0	99,865	101,650
BONUS $	0	0	8,029	10,000	0	0	8,029	10,000
TOTAL $	101,978	106,300	103,753	105,000	0	0	102,785	106,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	87,980	106,300	90,000	101,650	0	0	90,000	106,300
BONUS $	0	0	7,116	10,000	0	0	7,116	10,000
TOTAL $	87,980	106,300	100,000	108,766	0	0	90,000	108,766
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	83,740	120,000	90,000	105,000	0	0	83,740	120,000
BONUS $	0	0	5,000	10,000	0	0	5,000	10,000
TOTAL $	83,740	120,000	90,000	115,000	0	0	83,740	120,000

# COMPANIES:	6		5		0		11	
TOTAL DOCTORS:	34		15		0		49	
RETIREMENT	6	100%	5	100%	0	*** %	11	100%
MEDICAL	6	100%	5	100%	0	*** %	11	100%
DENTAL	6	100%	5	100%	0	*** %	11	100%
LIFE	6	100%	5	100%	0	*** %	11	100%
MALPRACTICE	6	100%	5	100%	0	*** %	11	100%
CME-TIME OFF	6	100%	5	100%	0	*** %	11	100%
CME-TUITION	6	100%	4	80%	0	*** %	10	90%
CME-TRAVEL	5	83%	3	60%	0	*** %	8	72%
AUTO	0	0%	1	20%	0	*** %	1	9%
PROFESSIONAL MEMBERSHIPS	2	33%	4	80%	0	*** %	6	54%
VACATION	6	100%	5	100%	0	*** %	11	100%

A2_PRINCID='PPD'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 28
REPORT NAME: PREPAID PLANS/GENERAL SURGERY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	121,615	120,000	117,882	120,000	0	0	118,949	120,000
BONUS $	0	0	11,892	8,633	0	0	10,848	7,000
TOTAL $	121,615	120,000	127,396	131,955	0	0	125,922	125,000
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	114,872	142,250	100,000	123,322	0	0	108,000	130,000
BONUS $	0	0	5,000	25,000	0	0	2,500	17,500
TOTAL $	114,872	142,250	101,000	145,000	0	0	109,336	145,000
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	109,336	142,250	82,500	160,000	0	0	82,500	160,000
BONUS $	0	0	1,000	30,000	0	0	1,000	30,000
TOTAL $	109,336	142,250	82,500	160,000	0	0	82,500	160,000

# COMPANIES:	4		10		0		14	
TOTAL DOCTORS:	48		56		0		104	
RETIREMENT	4	100%	10	100%	0	***%	14	100%
MEDICAL	4	100%	10	100%	0	***%	14	100%
DENTAL	4	100%	10	100%	0	***%	14	100%
LIFE	4	100%	10	100%	0	***%	14	100%
MALPRACTICE	4	100%	10	100%	0	***%	14	100%
CME-TIME OFF	4	100%	10	100%	0	***%	14	100%
CME-TUITION	4	100%	9	90%	0	***%	13	92%
CME-TRAVEL	4	100%	8	80%	0	***%	12	85%
AUTO	0	0%	2	20%	0	***%	2	14%
PROFESSIONAL MEMBERSHIPS	1	25%	6	60%	0	***%	7	50%
VACATION	4	100%	10	100%	0	***%	14	100%

A2_PRINCID='PPD'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 29
REPORT NAME: PREPAID PLANS/ORTHOPEDICS

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	164,426	167,401	172,720	180,000	0	0	169,955	167,401
BONUS $	0	0	20,237	12,622	0	0	20,237	12,622
TOTAL $	164,426	167,401	192,957	192,941	0	0	183,447	175,877
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	150,000	150,000	136,000	180,000	0	0	150,000	180,000
BONUS $	0	0	8,800	12,622	0	0	8,800	35,000
TOTAL $	150,000	150,000	165,000	192,941	0	0	165,000	192,941
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	150,000	175,877	130,000	250,000	0	0	130,000	250,000
BONUS $	0	0	5,000	50,000	0	0	5,000	50,000
TOTAL $	150,000	175,877	144,800	260,000	0	0	144,800	260,000

# COMPANIES:	3		6		0		9	
TOTAL DOCTORS:	43		36		0		79	
RETIREMENT	3	100%	6	100%	0	*** %	9	100%
MEDICAL	3	100%	6	100%	0	*** %	9	100%
DENTAL	3	100%	6	100%	0	*** %	9	100%
LIFE	3	100%	6	100%	0	*** %	9	100%
MALPRACTICE	3	100%	6	100%	0	*** %	9	100%
CME-TIME OFF	3	100%	6	100%	0	*** %	9	100%
CME-TUITION	3	100%	5	83%	0	*** %	8	88%
CME-TRAVEL	3	100%	4	66%	0	*** %	7	77%
AUTO	0	0%	1	16%	0	*** %	1	11%
PROFESSIONAL MEMBERSHIPS	1	33%	3	50%	0	*** %	4	44%
VACATION	3	100%	6	100%	0	*** %	9	100%

A2_PRINCID='PPD'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 30
REPORT NAME: PREPAID PLANS/CARDIOLOGY

	STRAIGHT SALARY		SALARY + INCENTIVE		PRODUCTIVITY ONLY		TOTALS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
SALARY $	141,810	125,745	120,523	128,638	0	0	127,619	126,500
BONUS $	0	0	15,761	9,005	0	0	13,468	9,005
TOTAL $	141,810	125,745	133,657	145,000	0	0	136,597	137,643
	25%	75%	25%	75%	25%	75%	25%	75%
SALARY $	119,685	119,685	104,000	128,638	0	0	119,685	140,000
BONUS $	0	0	6,800	28,000	0	0	5,000	28,000
TOTAL $	119,685	119,685	110,800	145,000	0	0	119,685	154,500
	LOW	HIGH	LOW	HIGH	LOW	HIGH	LOW	HIGH
SALARY $	119,685	180,000	84,000	140,000	0	0	84,000	180,000
BONUS $	0	0	5,000	30,000	0	0	2,000	30,000
TOTAL $	119,685	180,000	84,000	170,000	0	0	84,000	182,000

# COMPANIES:	3		6		0		9	
TOTAL DOCTORS:	17		26		0		43	
RETIREMENT	3	100%	6	100%	0	***%	9	100%
MEDICAL	3	100%	6	100%	0	***%	9	100%
DENTAL	3	100%	6	100%	0	***%	9	100%
LIFE	3	100%	6	100%	0	***%	9	100%
MALPRACTICE	3	100%	6	100%	0	***%	9	100%
CME-TIME OFF	3	100%	6	100%	0	***%	9	100%
CME-TUITION	3	100%	5	83%	0	***%	8	88%
CME-TRAVEL	3	100%	4	66%	0	***%	7	77%
AUTO	0	0%	1	16%	0	***%	1	11%
PROFESSIONAL MEMBERSHIPS	0	0%	3	50%	0	***%	3	33%
VACATION	3	100%	6	100%	0	***%	9	100%

A2_PRINCID='PPD'

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: *31*

REPORT NAME: *Specialty-Trend Report/PEDIATRICS*

	TOTAL COMPENSATION	
	Average	*Median*
WESTERN REGION		
1989	*$91,310*	*$93,000*
1990	*107,061*	*105,000*
Percent Change	*+17.3%*	*+12.9%*
NORTHWEST REGION		
1989	*96,612*	*100,000*
1990	*97,546*	*81,912*
Percent Change	*NC*	*-18.1%*
SOUTHWEST REGION		
1989	*91,237*	*89,115*
1990	*90,356*	*87,822*
Percent Change	*NC*	*-1.5%*
MIDWEST REGION		
1989	*94,701*	*86,900*
1990	*102,097*	*97,000*
Percent Change	*+7.8%*	*+11.6%*
NORTHEAST REGION		
1989	*90,792*	*86,460*
1990	*90,088*	*85,000*
Percent Change	*NC*	*-1.7%*
SOUTHEAST REGION		
1989	*88,725*	*81,300*
1990	*111,187*	*120,000*
Percent Change	*+25.3%*	*+47.6%*

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: *32*

REPORT NAME: *Specialty-Trend Report/INTERNAL MEDICINE*

	TOTAL COMPENSATION	
	Average	*Median*
WESTERN REGION		
1989	*$101,751*	*$100,000*
1990	*107,926*	*105,000*
Percent Change	*+6%*	*+5%*
NORTHWEST REGION		
1989	*113,310*	*110,000*
1990	*122,341*	*130,500*
Percent Change	*+8%*	*+18.6%*
SOUTHWEST REGION		
1989	*107,778*	*100,000*
1990	*107,696*	*96,021*
Percent Change	*NC*	*-4%*
MIDWEST REGION		
1989	*101,738*	*94,800*
1990	*109,110*	*105,720*
Percent Change	*+7.2%*	*+11.5%*
NORTHEAST REGION		
1989	*87,643*	*82,659*
1990	*98,230*	*87,000*
Percent Change	*+12.1%*	*+5.3%*
SOUTHEAST REGION		
1989	*95,705*	*97,750*
1990	*135,750*	*129,800*
Percent Change	*+41.8%*	*+32.8%*

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 33

REPORT NAME: *Specialty-Trend Report/OBSTETRICS - GYNECOLOGY*

	TOTAL COMPENSATION	
	Average	*Median*
WESTERN REGION		
1989	*$144,117*	*$125,000*
1990	*195,502*	*157,766*
Percent Change	*+35.7%*	*+26.2%*
NORTHWEST REGION		
1989	*140,670*	*172,000*
1990	*164,622*	*176,393*
Percent Change	*+17%*	*+2.6%*
SOUTHWEST REGION		
1989	*157,834*	*180,000*
1990	*156,456*	*158,500*
Percent Change	*NC*	*-11.9%*
MIDWEST REGION		
1989	*155,041*	*145,000*
1990	*180,020*	*165,000*
Percent Change	*+16.1%*	*+13.8%*
NORTHEAST REGION		
1989	*125,362*	*120,000*
1990	*151,713*	*150,000*
Percent Change	*+21%*	*+25%*
SOUTHEAST REGION		
1989	*187,040*	*180,000*
1990	*179,210*	*219,038*
Percent Change	*-4.2%*	*+36.1%*

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: *34*

REPORT NAME: *Specialty-Trend Report/FAMILY PRACTICE*

	TOTAL COMPENSATION	
	Average	*Median*
WESTERN REGION		
1989	*$98,294*	*$93,000*
1990	*101,116*	*97,500*
Percent Change	*+2.9%*	*+4.8%*
NORTHWEST REGION		
1989	*87,094*	*95,000*
1990	*107,757*	*110,000*
Percent Change	*+23.7%*	*+15.8%*
SOUTHWEST REGION		
1989	*85,150*	*82,184*
1990	*90,266*	*90,000*
Percent Change	*+6%*	*+9.5%*
MIDWEST REGION		
1989	*89,302*	*82,519*
1990	*96,672*	*91,000*
Percent Change	*+8.3%*	*+10.3%*
NORTHEAST REGION		
1989	*80,219*	*77,500*
1990	*92,112*	*83,000*
Percent Change	*+14.8%*	*+7.1%*
SOUTHEAST REGION		
1989	*90,273*	*82,000*
1990	*108,725*	*115,000*
Percent Change	*+20.4%*	*+40.2%*

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 35

REPORT NAME: *Specialty-Trend Report/DERMATOLOGY*

	TOTAL COMPENSATION	
	Average	*Median*
WESTERN REGION		
1989	*$114,958*	*$107,000*
1990	*156,014*	*135,000*
Percent Change	*+35.7%*	*+26.2%*
NORTHWEST REGION		
1989	*NOT SUFFICIENT DATA*	
1990		
Percent Change		
SOUTHWEST REGION		
1989	*137,289*	*120,000*
1990	*123,669*	*129,000*
Percent Change	*-9.9%*	*+7.5%*
MIDWEST REGION		
1989	*143,794*	*117,000*
1990	*147,459*	*139,000*
Percent Change	*+2.5%*	*+18.8%*
NORTHEAST REGION		
1989	*97,180*	*90,800*
1990	*127,262*	*111,000*
Percent Change	*+31%*	*+22.2%*
SOUTHEAST REGION		
1989	*NOT SUFFICIENT DATA*	
1990		
Percent Change		

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: 36

REPORT NAME: *Specialty-Trend Report/RADIOLOGY*

	TOTAL COMPENSATION	
	Average	*Median*
WESTERN REGION		
1989	*$155,147*	*$155,000*
1990	*176,226*	*144,337*
Percent Change	*+13.6%*	*-6.9%*
NORTHWEST REGION		
1989	*NOT SUFFICIENT DATA*	
1990		
Percent Change		
SOUTHWEST REGION		
1989	*196,025*	*200,060*
1990	*183,257*	*190,000*
Percent Change	*-6.5%*	*-5%*
MIDWEST REGION		
1989	*169,431*	*171,650*
1990	*185,839*	*182,998*
Percent Change	*+9.7%*	*+6.6%*
NORTHEAST REGION		
1989	*145,441*	*128,275*
1990	*145,583*	*150,000*
Percent Change	*NC*	*+16.9%*
SOUTHEAST REGION		
1989	*NOT SUFFICIENT DATA*	
1990		
Percent Change		

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: *37*

REPORT NAME: *Specialty-Trend Report/PSYCHIATRY*

	TOTAL COMPENSATION	
	Average	*Median*
WESTERN REGION		
1989	*$108,313*	*$95,500*
1990	*114,005*	*104,550*
Percent Change	*+5.3%*	*+9.5%*
NORTHWEST REGION		
1989	*NOT SUFFICIENT DATA*	
1990		
Percent Change		
SOUTHWEST REGION		
1989	*119,984*	*110,827*
1990	*139,020*	*135,000*
Percent Change	*+15.9%*	*+21.8%*
MIDWEST REGION		
1989	*104,972*	*107,940*
1990	*196,751*	*100,000*
Percent Change	*+1.7%*	*-7.4%*
NORTHEAST REGION		
1989	*100,483*	*100,000*
1990	*110,400*	*107,848*
Percent Change	*+9.9%*	*+7.8%*
SOUTHEAST REGION		
1989	*NOT SUFFICIENT DATA*	
1990		
Percent Change		

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: *38*

REPORT NAME: *Specialty-Trend Report/GENERAL SURGERY*

	TOTAL COMPENSATION	
	Average	*Median*
WESTERN REGION		
1989	*$147,075*	*$121,000*
1990	*191,604*	*145,000*
Percent Change	*+30.3%*	*+19.8%*
NORTHWEST REGION		
1989	*NOT SUFFICIENT DATA*	
1990		
Percent Change		
SOUTHWEST REGION		
1989	*204,747*	*200,000*
1990	*207,415*	*180,000*
Percent Change	*+1.3%*	*-10%*
MIDWEST REGION		
1989	*168,930*	*145,000*
1990	*166,096*	*162,595*
Percent Change	*-1.7%*	*+12.1%*
NORTHEAST REGION		
1989	*129,117*	*124,400*
1990	*156,214*	*160,000*
Percent Change	*+21%*	*+28.6%*
SOUTHEAST REGION		
1989	*147,747*	*165,000*
1990	*193,932*	*200,000*
Percent Change	*+31.3%*	*+21.2%*

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: *39*

REPORT NAME: *Specialty-Trend Report/ORTHOPAEDICS*

	TOTAL COMPENSATION	
	Average	*Median*
WESTERN REGION		
1989	*$160,066*	*$160,000*
1990	*234,845*	*215,000*
Percent Change	*+46.7%*	*+34.4%*
NORTHWEST REGION		
1989	*NOT SUFFICIENT DATA*	
1990		
Percent Change		
SOUTHWEST REGION		
1989	*342,596*	*345,000*
1990	*278,038*	*236,800*
Percent Change	*-18.8%*	*-31.4%*
MIDWEST REGION		
1989	*226,211*	*205,039*
1990	*205,312*	*195,000*
Percent Change	*-9.2%*	*-4.9%*
NORTHEAST REGION		
1989	*152,240*	*150,000*
1990	*201,786*	*185,000*
Percent Change	*+32.5%*	*+23.3%*
SOUTHEAST REGION		
1989	*NOT SUFFICIENT DATA*	
1990		
Percent Change		

PRACTITIONER COMPENSATION SURVEY
(1990)

REPORT #: *40*

REPORT NAME: *Specialty-Trend Report/CARDIOLOGY*

	TOTAL COMPENSATION	
	Average	***Median***
WESTERN REGION		
1989	*$152,105*	*$138,330*
1990	*188,415*	*165,000*
Percent Change	*+23.9%*	*+19.3%*
NORTHWEST REGION		
1989	*NOT SUFFICIENT DATA*	
1990		
Percent Change		
SOUTHWEST REGION		
1989	*221,757*	*250,000*
1990	*203,982*	*216,000*
Percent Change	*-8%*	*-13.6%*
MIDWEST REGION		
1989	*204,277*	*185,000*
1990	*213,008*	*190,000*
Percent Change	*+4.3%*	*+2.7%*
NORTHEAST REGION		
1989	*115,151*	*114,300*
1990	*183,208*	*165,000*
Percent Change	*+59.1%*	*+44.4%*
SOUTHEAST REGION		
1989	*200,841*	*223,000*
1990	*309,999*	*255,706*
Percent Change	*+54.4%*	*+14.7%*

PRACTITIONER COMPENSATION SURVEY
(1990)
Allied Health Providers

REPORT #: *50*

REPORT NAME: *Allied Health Provider Trends*

		TOTAL COMPENSATION	
	Number	*Average*	*Median*
PSYCHOLOGIST			
1989	*194*	*$51,794*	*$45,000*
1990	*107*	*58,296*	*54,000*
Percent Change		*+12.6%*	*+20%*
PSYCHIATRIC SOCIAL WORKER			
1989	*509*	*33,110*	*32,000*
1990	*153*	*35,883*	*35,000*
Percent Change		*+8.4%*	*+9.4%*
PHARMACIST			
1989	*240*	*39,011*	*37,814*
1990	*208*	*39,142*	*39,874*
Percent Change		*NC*	*+5.4%*
PHYSICIAN'S ASSISTANT			
1989	*624*	*32,499*	*32,000*
1990	*325*	*37,500*	*37,245*
Percent Change		*+15.4%*	*+16.4%*
NURSE PRACTITIONER			
1989	*458*	*33,973*	*32,684*
1990	*193*	*35,124*	*35,000*
Percent Change		*+3.4%*	*+7.1%*
REGISTERED NURSE			
1989	*1,398*	*24,903*	*24,000*
1990	*998*	*25,621*	*25,000*
Percent Change		*+2.9%*	*+4.2%*
OTHER NURSING STAFF			
1989	*1,680*	*17,491*	*16,328*
1990	*1,335*	*18,501*	*17,596*
Percent Change		*+5.8%*	*+7.8%*
PHYSICAL THERAPIST			
1989	*122*	*33,122*	*33,000*
1990	*83*	*36,134*	*35,000*
Percent Change		*+9.1%*	*+6.1%*

Physician Executive Management Center
4014 Gunn Highway , Suite 160
Tampa, Florida 33624
(813) 963-1800